

## Article - Labor and Employment

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§3–1601.

(a) In this subtitle the following words have the meanings indicated.

(b) (1) “Covered employee” means any individual employed to perform work at a heightened security interest location who is a nonexempt employee as described in the federal Fair Labor Standards Act.

(2) “Covered employee” does not include an individual employed to perform work at a heightened security interest location by:

(i) a retail establishment as defined in § 3–710 of this title;

(ii) a food service facility as defined in § 21–301 of the Health – General Article; or

(iii) an on–airport or off–airport motor vehicle rental company, or any other company involved in motor vehicle rental operations.

(c) (1) “Employ” means to engage an individual to work.

(2) “Employ” includes:

(i) allowing an individual to work; and

(ii) instructing an individual to be present at a work site.

(d) (1) “Employer” includes a person who acts directly or indirectly in the interest of another employer with an employee.

(2) “Employer” does not include:

(i) an employer that provides construction services as defined in § 3–901 of this title; or

(ii) an airline.

(e) “Heightened security interest location” means:

(1) Baltimore–Washington International Thurgood Marshall Airport; or

(2) Pennsylvania Station in Baltimore.

(f) “Wage” means all compensation that is due to an employee for employment.

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